



Resonance Consulting

Building Bridges

'Enhancing Gender Sensitivity at work'

Men & Women are equal but different. They think, communicate and behave differently!

Admittedly, these differences add flavor to life. However, unless handled with sensitivity and respect, they have the potential to create confusion and conflict, drain energy, cause impulsive decisions leading to loss of talent and even litigation.

Organizations benefit by building awareness and equipping people with tools and techniques to deal with these fundamental differences. We at **Resonance Consulting**, facilitate this intervention through our highly interactive one-day workshop titled "Building Bridges".

Building Bridges:

Building Bridges is created based on our PMI-award winning research paper on Gender Intelligence titled "Help! My colleague is behaving strangely"! This caused tremendous enthusiasm and excitement in the PMI-India National conference in 2009. Since then, this workshop has been rolled out successfully across industries in the last four years and also at Nasscom's National summit on Diversity & Inclusivity.

"The Sexual Harassment of women at the Workplace Act-2013" has been enacted now in India. Prevention Sexual Harassment through building sensitivity is one of the main agendas of this act.

Keeping up with the spirit of this law, the workshop incorporates the main provisions of the law and **to the required extent based on the audience profile and Client's inputs.**

Key Benefits of the workshop:

- 1. Understanding each other:** Gaining awareness about the naturally existing differences in the way men and women function with the objective of creating happier work places and higher productivity.
- 2. Creating sensitivity:** Given the different cultural backgrounds existing in teams with gender & generational backgrounds, becoming sensitive to the sensibilities of the others around is very important. The workshop articulates these concerns, and sensitizes both genders on these unwritten rules that maintain harmony at work.
- 3. Awareness about the SH Act:** One of the main objectives of the SH Act is prevention. Sensitizing the employees with the spirit & the letters of the Act will help them to understand the potential consequences. The provisions of the act will be conveyed such that that the message is accepted in the right spirit.

Number of Days: One Half Day

Date: To be decided

Participant Profile: Men and women working in gender-diverse groups from all levels

Methodology: Presentation, Case studies, Group activities, Role plays, videos.

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Facilitator Profile:

Sabita Prasad: A double post graduate and a gold medalist in Counseling Psychotherapy, to understand why people behave the way they do is Sabita's forte. She has coached and empowered people, both at the personal and professional levels. In her approach to training, she blends the best of Western Psychology & Eastern Philosophy.

Sudha Jayaram: An alumna of IIM (K), Sudha brings her 25 years of professional and hands-on experience in gender-diverse organizations to the workshops. As a HR & IR professional, her KRA included dealing with Work-place & Sexual Harassment issues also.

NASSCOM Association:

Sabita & Sudha were the official training evaluators for Nasscom's mentoring initiative "Women-in-leadership" for women executives from IT sector (WIL-IT).

They were invited to conduct their workshop "Building Bridges" in Nasscom's National D & I summit as also at other NASSCOM events.

Research & Recognition: Our workshops are based on original research. Research Papers presented & appreciated for three consecutive years at Project Management Institute of India conferences are:

- Gender Sensitization : 2009-10
- Managing conflicts :2010-11
- Stress management at work place:2011-12

Our Clients say:

Barclays (CLO): The workshop was extremely enlightening and was totally non- biased to either women or men. I think what made it so real for me was the fact that everything was backed up by facts which certainly cannot be argued with!

247 Customer: It was a great workshop, made relevance in our day to day work life

Ernst & Young: I enjoyed myself and benefitted from it thoroughly

Ingersoll –Rand: The session was very interactive and lively

Nokia: Nice programme. Handled with panache between the two facilitators

Cisco: I liked the program because it was thought provoking

Sapient: Excellent facilitation and course content

Manipal Global Education: Sensitive trainers with loads of experience, and good coverage of content.